

STATE OF NORTH CAROLINA Focus Group Findings

EMPLOYEES' PERCEPTIONS OF CHANGES TO THE OFFICE OF STATE PERSONNEL SYSTEM

RECRUITMENT

- ◆ The recruitment and hiring process should be made more efficient to avoid losing applicants who cannot/will not wait the extended period currently needed to become a State employee.
- ◆ Acquire budget to recruit at a market-competitive salary and advertise realistic hiring ranges.
- ◆ Engage with the media and other marketing techniques to raise the public perception of State employment including the comparison of benefits to the private sector.